

STRATEGIC LEADERSHIP & BUSINESS PERFORMANCE MANAGEMENT



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TRAINING CENTER



Introduction

Strategic Leadership & Business Performance Management Training Course prepares leaders to connect direction with measured performance. Participants learn how to set strategy, translate it into operational goals, and run the performance systems that keep delivery honest. The program combines strategic planning frameworks with performance measurement and change leadership. As a result, learners gain a complete loop from ambition to verified results. Furthermore, the course strengthens financial judgement, accountability, and the leadership discipline that improves performance year after year.

Strategic Leadership & Business Performance Management Course Objectives

- Set business strategy using SWOT, PESTLE, and Porter's Five Forces.
- Translate strategy into execution with the Balanced Scorecard and OKRs.
- Set KPIs with baselines, targets, and clearly defined data sources.
- Build performance dashboards and reporting routines for management.
- Apply the EFQM excellence model and performance maturity concepts.
- Conduct performance reviews using evidence, not impression.
- Link performance to budgets, resources, and investment decisions.
- Manage execution risk with risk registers and mitigation plans.
- Lead improvement programs using Lean and business process reengineering (BPR).
- Drive accountability through performance agreements and decision rights.

Course Methodology

- Interactive sessions built on real strategy and performance cases.
- Workshops on the Balanced Scorecard, KPI design, and dashboards.

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- Group work on performance reviews and improvement planning.
- Hands-on practice with scorecards, risk registers, and reporting formats.
- Simulation of management performance reviews and corrective action.
- Facilitator feedback and peer review on performance improvement plans.

Who Should Take This Course

- Senior managers, directors, and business unit leaders.
- Strategy, planning, and performance management professionals.
- Finance and business partnering specialists.
- Department heads accountable for operational results.
- PMO staff and performance analysts.
- Consultants supporting strategy and performance improvement.

Strategic Leadership & Business Performance Management Course Outlines

Day 1: Strategy, Leadership, and Performance

- The strategic leadership role in business performance.
- Environmental analysis with SWOT and PESTLE.
- Industry structure with Porter's Five Forces.
- Vision, mission, and strategic objective setting.
- Performance as the test of strategy.
- Governance, ethics, and accountability in performance.
- Case study: a company with strong strategy and weak results.





Day 2: Performance Frameworks and KPI Design

- The Balanced Scorecard: financial, customer, process, and learning perspectives.
- Objectives and key results (OKRs) as a delivery mechanism.
- KPI design: baselines, targets, and data sources.
- Leading versus lagging indicators in business performance.
- The EFQM excellence model and performance maturity.
- Benchmarking performance against competitors and sectors.
- Workshop: building a balanced scorecard with KPIs.

Day 3: Measurement, Reporting, and Performance Dialogue

- Performance dashboards and reporting cadence.
- Data quality, consistency, and avoiding metric manipulation.
- Management review meetings and performance dialogue.
- Variance analysis and root cause investigation.
- Performance agreements and accountability structures.
- Communicating performance honestly, including underperformance.
- Exercise: preparing a management performance review pack.

Day 4: Drivers of Improvement and Operational Excellence

- Lean and waste elimination in business processes.
- Business process reengineering (BPR) for step-change improvement.

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- Total quality management (TQM) principles.
- Cost, productivity, and margin improvement levers.
- Resource alignment and budget-performance linkage.
- Execution risk registers and mitigation planning.
- Simulation: turning around a unit missing its targets.

Day 5: Sustaining High Performance and Leadership Impact

- Building a performance culture with clear expectations.
- Recognition, incentives, and motivation for sustained results.
- Capability building and succession for performance continuity.
- Review cycles and continuous improvement routines.
- Leading performance through change and pressure.
- Institutionalizing learning and best practice.
- Capstone: presenting a business performance management plan.

Conclusion

By successfully completing Strategic Leadership & Business Performance Management, participants will gain an integrated command of strategy, performance measurement, and improvement leadership. They will acquire skills in KPI and scorecard design, performance dialogue, operational excellence, and accountability. Gentex Training Center designs the program to help leaders raise business performance and prove it with evidence.





FAQs

Q1 What is the "Strategic Leadership & Business Performance Management" course about?

It connects strategic direction with measured performance. The course covers strategy formulation, Balanced Scorecard and OKR design, KPI setting, performance reviews, improvement through Lean and BPR, and the accountability structures that keep delivery on track.

Q2 What are the key benefits of the "Strategic Leadership & Business Performance Management" course?

You gain a complete loop from strategy to verified results. The course improves goal clarity, strengthens performance dialogue, sharpens decisions on budgets and resources, and gives leaders evidence-based ways to raise productivity without relying on impression or anecdote.

Q3 What skills will I gain from the "Strategic Leadership & Business Performance Management" course?

You will develop four core skills: strategic planning and business analysis, performance framework and KPI design, performance measurement and management review, and improvement leadership with operational excellence and risk control.



Q4 What tools, methods, or standards are covered in the "Strategic Leadership & Business Performance Management" course?

The course covers SWOT, PESTLE, Porter's Five Forces, the Balanced Scorecard, OKRs, KPI sets with baselines and targets, leading and lagging indicators, the EFQM excellence model, benchmarking, variance and root cause analysis, performance agreements, Lean, business process reengineering (BPR), total quality management (TQM), and execution risk registers.

Q5 How is the "Strategic Leadership & Business Performance Management" course applied in real-world practice?

Participants apply it to real work such as building a corporate scorecard, running a quarterly performance review, diagnosing a unit missing its targets, and linking budget decisions to performance evidence. The same methods support improvement programs and management reporting cycles.